



# **TRADE UNION REPORT 2008**

Amnesty International  
**PROTECT THE HUMAN**



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Amnesty International UK

# TRADE UNION REPORT 2008

## Introduction

The Trade Union Report for 2008 is made up of two key documents: a report on activities that summarises the major work of the Trade Union Network during the year between April 2008 and March 2009, and a progress report on the implementation of the *Trade Union Strategy 2008 and Beyond*.

The past year has been marked by a growing collaboration between Amnesty International UK and its trade union partners, and we can see a tangible impact for human rights as a result. The signing of a Memorandum of Understanding with the Trades Union Congress is an unprecedented achievement that reflects the strength of our relationships here at home. The recruitment partnerships we are rolling out with individual unions are testimony to a shared commitment to organising and activism for human rights.

At the global level, the UK Section is taking an ever-greater role in stimulating dialogue and collaboration. During the year we reached out to Education International – representing 30 million teachers – and the International Union of Foodworkers to work on shared concerns, and we have reinforced our dialogue with existing international union partners. We have also been in contact with a number of Amnesty Sections, including those in France, Austria, Scandinavia, Uruguay, Turkey, Mongolia, the USA and elsewhere to share ideas about how Amnesty and unions can make common cause on shared human rights priorities.

It has not all been plain sailing. Nevertheless, we are beginning our 30th anniversary year in better shape than we have ever been as a network, with high hopes and a clear vision for the path ahead.

Most positive of all is the degree of enthusiasm and support for our plans from across the Section. Our activists, staff and volunteers across all departments and in our nations and regions, and our senior management, are all working hard to make our ambitions a reality. It is thanks to them that we are in such fine fettle today, and it is to them, and our union partners, that this report is dedicated.

**Tom Hedley, Chair**  
Trade Union Network Committee



# Report on trade union activities 2008

## Introduction

This report covers the period from April 2008 to March 2009. We started the year with a very successful Trade Union Conference in Nottingham, on 4 April, immediately ahead of the Amnesty AGM. Amnesty UK Director, Kate Allen, Trades Union Congress (TUC) Assistant General Secretary Kay Carberry and Janek Kuczkiewicz, Director for Human and Trade Union Rights at the 168-million strong International Trade Union Confederation, (ITUC), all gave keynote speeches, while Mac Urata, Road and Rail Secretary for the International Transport Workers' Federation led a campaign action on behalf of jailed Iranian trade unionists.

During the weekend of the conference however, we learnt with shock and sadness of the sudden and unexpected death of Steve Sinnott, General Secretary of the National Union of Teachers. Steve was a life-long internationalist and deeply committed to human rights. He had worked closely in partnership with Amnesty in defence of teachers at risk, and was also committed to peace and reconciliation in the Middle East. His loss was strongly felt by delegates, especially those who had worked with him in the Trade Union Network and in the education and students team.

Just days later we received news of the equally sudden and unexpected death on 7 April of Janek Kuczkiewicz, whose contribution had so inspired us at the Trade Union Conference. Janek had been an indefatigable campaigner for human rights, and a long-term partner of ours. Amnesty Secretary-General Irene Khan expressed the movements' condolences in a Public Statement, and Amnesty UK and the International Secretariat were represented at his funeral.

Both of these losses are a bitter blow to the cause of human rights, but Janek and Steve would each applaud our continuing commitment to collaborate in the cause of justice, fairness and dignity. We dedicate this report on activities to their memory – in recognition that it is the ongoing efforts of many, over time, that makes the difference.

## Individuals at risk

Our Individuals at Risk activism on behalf of trade unionists at risk continues apace. In Annex 1 we list the union-related Urgent Actions issued during 2008. The total of 16 actions is slightly down on the total of 23 for 2007, but this is partly due to fewer follow-ups. The countries on which we have taken action continues to closely mirror those of major concern in the ITUC's *Annual Survey of Labour Rights Violations*.

In May we distributed a number of disturbing Urgent Actions relating to threats and intimidation of trade unionists in Colombia to try to scare them away from any May Day activism. We also received news of the violent repression of May Day rallies in Turkey. This was a sobering reminder that the freedoms we take for granted are routinely abused elsewhere. These actions and others relating to trade unionists in Brazil and elsewhere were systematically disseminated to our affiliates and networks for action, and some were converted into online web actions.

As well as Urgent Actions, a number of our key concerns are included in the 'long-term portfolio' – a mechanism that allows for ongoing activism on behalf of particularly emblematic or critical cases.

Following some last minute interventions and appeals on behalf of Iranian trade unionist Mahmoud Salehi, who was being threatened with an extension to his prison sentence due to be completed at the end of March, we were relieved that he was, in fact, released from jail shortly after his sentence expired. We have suspended our 'portfolio' file on his case, though we remain ready to reactivate it should circumstances require, and are continuing to monitor his situation alongside our trade union colleagues.

An ongoing concern in Iran is the safety of jailed Iranian bus workers' union leader Mansour Ossanlu and his colleagues in the Tehran bus workers' union. He has been sentenced to five years in jail and his health remains fragile. On 11 June Amnesty attended the global Road Transport Conference of the International Transport Workers' Federation that took place in London to discuss future case collaboration. At the beginning of July Amnesty's International Secretariat, the International Transport Workers' Federation and the International Trade Union Confederation issued a joint statement on his case on the occasion of the first anniversary of his imprisonment. We are delighted to be able to show the Iranian authorities that we are coming together to insist on his immediate release. Since then further members of his union executive have been detained and harassed, and we continue to keep a close watch on developments, with some significant activism planned for 2009.

In November Amnesty UK Director Kate Allen and TUC General Secretary Brendan Barber headed a joint delegation to meet with the All Party Parliamentary Group on Iran. This allowed us to bring to the attention of parliamentarians our ongoing concerns about human rights in Iran and to highlight the case of Ossanlu and other jailed trade unionists.

The network's concerns in Iran have now broadened to include the case of Farzad Kamangar, a Kurdish teacher trade unionist who has been sentenced to death and is, at the time of writing, at risk of execution. We are working closely on his case with Education International and the global unions.

We have also witnessed efforts to establish an independent trade union at a sugar cane factory in Haft Tapeh. These efforts have met with repression by the employer and the state. Amnesty has reported on a number of arrests, and we issued an Urgent Action in March 2009 on behalf of Ali Nejati, one of the union leaders. On 20 December 2008 Nejati was reportedly charged with 'acting against national security' and 'spreading propaganda against the regime' in connection with interviews he and other trade union leaders gave to foreign journalists about working conditions at the plant. The interviews took place during May Day protests in 2008 against the company's repeated failure to pay its workers on time - it sometimes delayed payment for up to five months - and other violations of their employment rights. In this case we are working closely with the International Union of Foodworkers, as well as the other global union bodies.

Colombia remains a country of significant concern to the network. Our wider work is reported below. We continue to act in support of Javier Corea and his colleagues in the Sinaltrainal Foodworkers' union who have faced death threats from paramilitaries. Over 2,000 protest action cards have so far been distributed in their support.

## Country work

Colombia remains a high priority concern for the Trade Union Network. On 15 April we held a very well attended event at HRAC at which Liliana Uribe, a prominent human rights lawyer described her work in challenging extra judicial executions and the military tribunal system in Colombia. This event was co-sponsored by the International Centre for Trade Union Rights and Westminster & Holborn Law Society. Speakers included the Peace Brigades International and our International Secretariat Colombia Team.

A further event on Colombia took place at HRAC on 12 May. Speakers from COMOSOC – the Coalition of Colombian Social Movements and Organizations – talked about contemporary challenges faced by Colombian civil society, in particular threats to freedom of expression and association. This event was co-sponsored by sponsored by AB Colombia, Amnesty UK, ICTUR and PBI.

Mark Thomas, comedian and social activist, with who Amnesty International UK has regularly collaborated, held the book launch for *Belching Out The Devil: Global Adventures with Coca-Cola* at the HRAC on 29 September. This book exposes human rights shortcomings in the Coca-Cola system. We were delighted that in his amusing but highly serious presentation to a capacity audience he highlighted throughout the Sinaltrainal cases that Amnesty is acting upon, and we were afforded an opportunity to promote our work during the evening. Our Sinaltrainal Action Cards and a related Urgent Action were distributed to all.

In January 2009 staff and visitors to HRAC were dancing to the rhythms of Bereju, a seven-piece band from Aguablanca, a poor, violent and mainly Afro-Caribbean neighbourhood on the outskirts of the Colombian city of Cali. As well as enjoying their music, they brought us a very serious message about the challenges of steering young disadvantaged people away from violence and crime.

As the situation has worsened in Zimbabwe, the network has stepped up its support for the Zimbabwe Congress of Trade Unions. We were honoured in early June to welcome Lovemore Matombo, President of the ZCTU, to HRAC. Lovemore, together with ZCTU General Secretary Wellington Chibebe, have been harassed by Zimbabwe authorities and are facing prosecution for speeches they had made on May Day. Our interview with Lovemore featured in the August edition of *Amnesty Magazine*. The ZCTU case is in Amnesty's long-term portfolio, permitting ongoing activism on their behalf. Lovemore was returning to his country from the International Labour Conference in Geneva, where the Workers' Group had succeeded in getting the Organisation to agree to establish a Commission of Enquiry into Zimbabwe – the strongest intervention available to the ILO. In Early 2009 Amnesty supplied core human rights data and reports to assist the trade unions in preparing documentation for the Commission.

We were delighted to support a very well attended TUC-led demonstration outside the Zimbabwe High Commission in London on 23 June to show solidarity with Matombo and Chibebe and the ZCTU. This was timed to coincide with their court appearance in Harare on charges of spreading falsehoods prejudicial to the state. This event was co-sponsored by ACTSA (Action on Southern Africa – formerly the Anti-Apartheid Movement) and we are delighted to be collaborating with them. At the time of writing, their case has been further postponed by referral to the Supreme Court, but the bail conditions,



which prevent them making any public statements, continue to constitute a gross abuse of their rights to freedom of expression.

In follow-up to a resolution at the 2008 AGM, at the initiative of the Sheffield Group, and in collaboration with the City Council and the National Union of Journalists, a tree-planting ceremony took place at the Botanic Gardens in memory of Russian journalist Anna Politkovskaya on the second anniversary of her murder.

We were delighted to collaborate once again with the Campaigns for Human Rights in the Philippines by co-hosting and sponsoring an event *Political Killings in the Philippines: Challenging Impunity*, which was held at the School of Oriental and African Studies in London on 15 October. This evening meeting highlighted the current Amnesty campaign on witness protection, and Amnesty action cards were distributed. Speakers included Emma Manuel, President of the Alliance of Health Workers unions, and Hazel Galang from the International Secretariat, and the event was also supported by Unison.

We extended our country work with an initiative on Guatemala. An evening event at HRAC on *Challenging Impunity: Trade Unionists in Guatemala Speak of their Struggle* was held on 3 November. This provided a London platform for two trade unionists that were taking part on an ITUC-organised European speaking tour. We were very pleased that this event was co-sponsored by the ITUC, ITF, IUF, ICTUR and Bananalink and also supported by the TUC, GMB and the Central America Team of our IS. This has opened up new opportunities for collaboration and partnership between Amnesty and major international union federations.

## Campaigns and programmes

Our plans for May Day went smoothly and we were able to extend our visible solidarity with the labour movement on this key date. Our '*Workers Rights = Human Rights*' placards were visible at events in Glasgow, Belfast and London, and were deployed by several local groups. We also distributed Action Cards on the Ossenlu case in Iran and the Sinaltrainal case in Colombia. We were delighted that, once again, our Local Groups Monthly Action for the month of May featured a labour rights case – in this instance the Ossenlu case.

Throughout the summer, trade union affiliates have supported our China Olympics campaign. This notably included a major demonstration outside the Chinese Embassy in London on 4 June. Regrettably, many of our demands remain unmet and our activism continues.

We marked Refugee Week this year by participating in

a South Thames College event on 17 June for trade union studies students, where Amnesty's activism on behalf of refugees and asylum seekers was well received.

Also on 17 June, Amnesty UK's annual Media Awards event took place. Yemeni journalist Abdul Karim al-Khaiwani was the recipient of the 2008 *Special Award for Human Rights Journalism Under Threat*. He was jailed for six years on 9 June as a result of his professional activities as a journalist and peaceful criticism of government policies. The award was accepted – in absentia – by Jim Boumhela, President of the International Federation of Journalists, and was presented by BBC journalist Alan Johnston who had been a hostage in 2007 in the Gaza Strip. We were therefore delighted to learn of Abdul Karim al-Khaiwani's release on 26 September. Abdul Karim Al-Khaiwani spoke to Amnesty soon after his release. He thanked the organisation for its support, adding that his release '*would not have been possible without Amnesty International's solidarity*'. He also confirmed that there were no conditions attached to his release. Amnesty International UK and the NUJ issued a joint press release to mark the news. Jim Boumhela was eventually able to present the award in person to Abdul Karim al-Khaiwani in Yemen in March.

The Southern and Eastern Region TUC held its annual International Conference on 14 June in London. It addressed ways of supporting labour and human rights around the world. Thematic workshops included control of water, slavery and trafficking, racism and the far right, and the future of social Europe as well as sessions on Palestine, China, Southern Africa and Latin America. This conference proved a valuable opportunity for trade unionists and Amnesty activists to come together to share activism and solidarity and Amnesty was given a platform in the plenary session and also contributed with a stall and at various workshops.

A further collaboration with the TUC took place at the annual TUC LGBT Conference held at Congress House on 3-4 July. At this event we reinforced our growing collaboration on LGBT rights, in particular our invitation to affiliates to join our solidarity contingent at the Riga Pride event that had taken place in Latvia on 31 May. We were invited to take part in the Fire Brigades Union National Lesbian and Gay School, held near Sheffield on 18-19 October. As well as plenty of informal time spent with delegates and officials, we contributed a workshop on fighting for LGBT rights worldwide. A number of delegates from other unions, including ASLEF and the GMB also attended.

Immediately after our Trade Union Network

Committee meeting on 11 July Amnesty attended a meeting of the TUC's International Development Group as invited speakers. This was a tremendous opportunity to engage with the key labour movement development activists about our upcoming poverty and human rights campaign planned for 2009. We received a warm welcome and a commitment to continued dialogue.

In July I was interviewed to camera by Unite for a planned short DVD on visitation rights for the 'Miami Five' – Cuban activists who had been jailed in the USA following their clandestine monitoring of Anti-Cuban organisations in Florida. Two of the wives have not been able to see their partners for nearly a decade due to the inhumane refusal by the US authorities of visitation visas. This DVD was subsequently shown at a plenary session of the TUC Congress, and it was good that Amnesty was adding its voice to calls for this injustice to be righted. This was followed up by an invitation to make a platform contribution on their case at a fringe meeting during the Labour Party Conference in Manchester on 21 September. Olga Salanueva and Adriana Pérez, whose husbands, René González and Gerardo Hernández, are two of five men, spoke at this event, which was attended by over 200 delegates. Amnesty International believes that denying these men, who have been imprisoned in the USA since 1998, visits from their family is, unnecessarily punitive and contrary to standards for humane treatment of prisoners and states' obligations to protect family life.

In early September we attended an Export Credit Guarantee Department Reform NGO Forum, convened by our Business and Human Rights Team, to advise on potential trade union approaches and challenges, and offered to follow-up as the forum's strategy takes shape. We were also invited later in the year to give some advice to the London Mining Network on the potential to engage trade unions in their human rights work.

On the 9 October Amnesty made a presentation to the SERTUC Women's Rights Committee about our Stop Violence Against Women Campaign and also our proposed new collaboration on the Iran Women's Equality Campaign. This was followed up on 9 March when Kate Allen was a speaker at the TUC's International Department International Women's Day event in Congress House in London. In her remarks Kate highlighted the Campaign for Equality in Iran.

On 10 October, Kate Allen alongside TUC General Secretary Brendan Barber, jointly submitted a letter published in *The Guardian* on the need for an Arms Trade Treaty: *'On the eve of the 60th anniversary of the Universal Declaration of Human Rights, there can*

*be no more fitting tribute than to push for an effective arms trade treaty that will ensure increased security, freedom from oppression, protection of human rights and lasting peace for the world's poorest and most vulnerable communities. The time for world leaders to agree to this treaty really is now.'*

Within the framework of the bicentennial of the abolition of slavery a series of collaborative events were organised by Amnesty International UK and Anti-Slavery International. In September Amnesty hosted an event on migrant workers' rights. Diana Holland, of Unite, made a strong contribution highlighting the central trade union role in defending and protecting migrant workers.

## Outreach and engagement

In April I met with the Welsh TUC and representatives of Unite and Unison at meetings organised by Cathy Owens of the Cardiff Amnesty office.

Our Trade Union Strategy 2008 and beyond continues to attract the wider interest of the organisation. Having earlier been presented to the Active Membership Sub-Committee and the Senior Management Team, a further presentation was made to the Board at its meeting on 10 May – it appears that this is the first time in over a decade that there has been a Board presentation specifically on our trade union work. An hour was devoted to the topic and Board members welcomed our work.

We were looking for an a public forum to affirm our network review outcomes and strategy to a wider labour movement audience and were delighted that, through the efforts of Tim Lezard of the NUJ, our Director, Kate Allen, was able to make a keynote speech during the Tolpuddle Martyrs Festival in Dorset on 20 July. She also participated in the annual march alongside TUC General Secretary Brendan Barber, and we had a lively stall headed up by Tom and Lynn Hedley throughout what was a beautiful summer weekend and an exceptionally well-attended event.

We received news in June that the Amnesty International UK spring cash appeal to 60,000 supporters, which featured Ossonlu's case, had generated the highest financial return to date of such an appeal, and had also seen an unprecedented response to the protest action included. We had expected an 8 per cent return on action cards but actually received an extraordinary 23 per cent return rate – 14,600 protests on his behalf, with more added through our May Day action card and the Local Groups Monthly Action on his behalf. This is an unprecedented take-up for such a postal action, and demonstrates that Amnesty's core supporters are

sympathetic towards and ready to take action for labour and trade union rights.

Much of the summer was focused on responding to marketing challenges. Due to an organisational oversight, our reaffiliation procedures had broken down, and as a result affiliates were lapsing through not being reminded that their renewals were due. This required urgent remedial work and extensive internal collaboration to put in place procedures and protocols to recover the situation and to prevent a recurrence. The good news was that, in the course of assessing the impact, we learnt that the average retention period for union affiliates (the time that they remain in membership) had risen from about 60 months five years ago, to over 70 months last year – in other words, once they have affiliated, Branches and Unions now stay with Amnesty on average for nearly six years. Hopefully with new activism opportunities this will continue to rise.

The setback due to the remedial work, and the delayed introduction of our Mascot supporter database, has meant the postponement of some of our planned recruitment Partnerships. However, in early 2009 we were delighted to launch a joint initiative with the public and commercial services union PCS to encourage their branches to affiliate. A further partnership is now underway with Unison and will last throughout the year.

The summer also brought marketing opportunities as well as challenges. Late in 2008 we distributed the first ever trade union-specific direct marketing flyer via *The Teacher* and *The Journalist* magazines. This highlighted a 'Colombia Trade Union Safety Card'. While the results of this campaign were disappointing, we are confident that the flyer will prove its worth over time. We also took the opportunity to produce the first ever combined join/affiliate paper form for use by trade unionists. This is a long-term and eagerly awaited resource that will serve us well.

September was dominated, of course, by our attendance at the TUC Congress. It is a measure of our growing collaboration that Amnesty was mentioned nine times in the TUC's General Council Report – the highest in previous years was three mentions, and Amnesty was well ahead of all other NGOs in references in the report. A composite resolution, based on a motion tabled by Accord, referenced the 60th anniversary of the Universal Declaration of Human Rights and committed the TUC to closer collaboration with Amnesty. This was carried overwhelmingly and paved the way for the drafting of a formal cooperation and partnership Memorandum of Understanding between Amnesty International UK and the

TUC. This was approved by the Network Committee in October and subsequently agreed by the TUC Executive Committee in November.

The MoU became effective on 25 February following a formal signing ceremony at a breakfast event for the TUC General Council. The document is substantive and commits both organisations to work even closer together on shared human rights concerns (see Annex 2). Its adoption is a reflection of years of mutual collaboration and a great launch for the 30th anniversary of the network, which we will be celebrating throughout this year.

In December I gave a presentation to students at Kingston University to mark the 60th anniversary of the Universal Declaration of Human Rights. The theme was 'The right to work' and there was a very lively debate.

The biggest change in the network's history – as we reach our 30th anniversary – has been the decision to expand our reach to cover individual activists as well as affiliated Branches. Any Amnesty member or trade union activist with an affinity for our trade union work can now sign up via 'My Amnesty' to register an interest in our work. We are now producing a regular email magazine for both branches and individuals, which highlights current actions, campaigns and events of interest to those with a labour rights affinity. We have been hampered in rolling out this programme by technical deficiencies in our web emailer – the tool that we use to collate addresses and send out e-comms. This serious deficiency is being addressed, but it has meant that we have not been able to communicate as effectively as we would have wished.

Another key strand of our *Trade Union Strategy* is to promote closer working between affiliated Branches and other Amnesty structures in the local community. To that end we have worked closely with the Local Groups Campaigner to run a series of workshops for Activism staff, the Active Membership Sub-Committee, the Country Coordinators and the Regional Representatives Committee to familiarise them with the goals and opportunities of this initiative. During the year ahead we will plan some core support resources with a view to rolling out an initiative in 2010. We have made a small start by expanding the scope of our activism and campaigning resources catalogues to encompass both local groups and union affiliates.

Early in 2009 we received news that the Amicus Foundation had granted us £3,000 towards our trade union work. We are very grateful to them, and are planning a number of other funding applications to help secure resources to fund the major growth and investment

in activism that is part of the Trade Union Strategy.

In February I was invited to speak to the UNISON International Committee. It was an exhilarating experience, with many sharp and focused questions from the members, which helped to set out ideas about the scope for collaboration in terms of activism, campaigns and organising.

*Trade Union Alert* remains our principal outreach tool, and is going from strength to strength in terms of the quality of external contributions and the long-term themes and issues addressed in the magazine. We have still not adequately addressed issues of distribution beyond our direct affiliate base and those copies we make available at union conferences. We may also need to bring forward the production lead time as the current just-in-time approach is stressful for all involved if any contributions are late.

At the beginning of the year – as an early contribution to our 30th anniversary – we launched the *Trade Union Activism Pack* to all affiliates. This is a wallet containing samples of current activism and campaign resources and handy hints on how branches can support our human rights work. Our aim in growing the network has always been about impact rather than passive membership and we hope this print resource alongside our email newsletter will capture the enthusiasm of our union supporters.

### International engagement and facilitation

At our Trade Union Conference in April 2008 it was announced that a formal memorandum of understanding had been agreed between the UK Section and the International Secretariat that would designate Amnesty International UK as lead within the movement for relations with trade unions globally. This agreement falls under the auspices of the ‘One Amnesty’ initiative through which particular Sections take on movement-wide leadership on issues or themes on which they have particular expertise or resources. The practical effect is the designation of the UK Trade Union Campaigns Manager as *Global Trade Union Adviser to the Amnesty Movement*. To a significant degree this reflects the interface role that I had been carrying out informally by virtue of my historic relationship with the global union bodies (I was a global union officer for ten years before coming to Amnesty). The designation, though, has the specific advantage of opening up opportunities for an exchange of ideas directly with other Sections, and during the year we have been in touch with Sections in Scandinavia, Austria, France, Mongolia, Uruguay, Turkey and the USA to share ideas.

Given that this role has to be fulfilled within the allocated UK resources, the focus has been on a limited

number of key interventions. Progress has been slower than we would have wished – in part due to the focus on remedial affiliation work. Nevertheless, some solid groundwork has been laid.

In May we were delighted to host the worldwide coordinating conference of LabourStart, the online trade union activist network with whom we have successfully collaborated on trade union casework. Bruce Wylie, Head of Activism, made a presentation about our work, and our partnership remains strong and of immense value in terms of impact for human rights.

During the summer we were invited to join the select number of organisations that are available for secondment of Masters students of the Global Labour University, a collaborative programme supported by the International Labour Organisation with teaching based in Germany, South Africa, Brazil and India. We have proposed a number of possible projects for a potential full-time six-week internship, which would be based at the HRAC in London.

On 7 June I attended the annual Administrative Council meeting of the International Centre for Trade Union Rights in Geneva as keynote speaker. This permitted a one-stop-shop meeting with key international union bodies. A follow-up article in *International Union Rights* journal also helped spread the call for Amnesty-Trade Union collaboration. This magazine reaches the head offices of several hundred unions and global bodies, and is very widely read.

On 2 October Sabine Vogler, responsible for the Trade Union Action Group of Amnesty Austria, visited HRAC to discuss trade union human rights activism and inter-Section collaboration. We were subsequently invited to attend the 10th anniversary of their Trade Union Group, which took place in Vienna on 7 November. At this event I made a presentation on our UK work, and we all joined in an action for Mansour O’Ssanlu.

The World Day for Decent Work on 7 October was a global initiative of the International Trade Union Confederation aimed to mobilise unions in support of the International Labour Organization’s *Decent Work Agenda*, which integrates the eight ILO Core Conventions with demands for development rights and anti-discrimination measures. The TUC organised a major forum at Congress House bringing together a large number of development and human rights NGOs for a series of panel discussions, workshops, stalls and exhibition. Amnesty participated with a keynote contribution on the panel on Human Rights and Decent Work, alongside TUC Deputy General Secretary Frances O’Grady and others, and we also had

a stall at which we promoted our Poverty and Human Rights pack. It was an excellent networking opportunity at which we reiterated Amnesty's view that the International Labour Organisation core conventions are fundamental human rights and our view that the best route out of poverty is decent work, free from discrimination and with social protections.

During the year we have regularly exchanged intelligence and strategy ideas with our global union partners. In particular, Amnesty International UK has hosted three global teleconferences to discuss Iranian trade union casework and campaigning. As mentioned earlier in this report, we have now extended our relationships to embrace Education International and the International Union of Foodworkers.

In March I travelled to Brussels to meet with Stephen Benedict, the new head of the Human and Trade Union Rights department of the ITUC and his team. We had extensive and detailed discussions on many issues of mutual concern. I took the opportunity to also meet with Tumtis, the Turkish transport workers' union, and with Kemal Ulker of Hava-Is, the Turkish civil aviation union. We discussed the possibility of addressing labour rights concerns within the global country action programme for Turkey, and also opportunities for closer working between Amnesty Turkey and trade unions. The opportunity was also taken for a familiarisation visit to Education International and discussion on shared casework concerning teachers at risk.

## **The 30th anniversary of the Trade Union Network**

A very fruitful and productive History Project meeting took place at the HRAC on the 26 August, with Jenny Stephenson, Amnesty International UK Trade Union Campaigner throughout most of the 1980's, and Ken Martin, founder and active member of the network in its early years. A structured interview was conducted by Ed Heery and attended by Tom Hedley and Kate Allen, followed by a more informal evening gathering.

Throughout the year much groundwork has been laid for the anniversary. As reported, we have issued the *Trade Union Activism Pack* and the signing of the MoU with TUC in February was the launch event for a year of activities. More is planned for the Amnesty AGM in Swansea in April, including the launch of our '30 Years = 30 Voices' exhibition. This and many other activities will be reported on next year.

## **Staff and volunteers**

The extensive programme of work reported here has only been possible because of the dedication and commitment of staff, volunteers, activists and partners. In addition to the collaborations described throughout this report, which rely on the support of the Individuals at Risk Team, the Activism Team, the Campaigns Team and others, the year has also been marked by a very intense engagement with marketing colleagues. Part of this has been around remedial work, but there have been many innovative projects that have underpinned our core outreach work. We are truly grateful to all concerned.

During the period of this report we had a number of changes in our trade union volunteer team in London. We welcomed Leah Bagnol and Sarah Case in April, while Anastasia Gidt left us in mid-May, having accomplished an extraordinary task in updating our affiliate records and database. Leah left us in mid-June, having made a contribution to our trade union conference stalls programme. Sarah continued with us throughout the summer, and left us in September to take up an internship at the UNHCR in Malaysia. During her time with us Sarah made a very significant contribution to our communications and our Colombia activism, especially through creating our Colombia Trade Union Rights webpage. Talia Smith has taken up Ana's reins and has reconciled and updated our affiliate database. She has played a key role in the transfer of our data onto the Mascot supporter database. She left us in March, having made a significant contribution to a key area of our work. John Coburn has acted as our Committee assistant, taking notes and drafting minutes as well as preparing print versions of our paper records and copying historical materials for our archive. He left us in February to take up a job in the voluntary sector, and we wish him well. Ruby Cox moved on once it became clear that we would not be able to fund the exhibition project on which she had been working. We wish her well and have agreed to work together again if we are able to reinstate this project in future. Edmund Heery has continued his two-year research into the history of the network, and this project will conclude with the publication of his findings during the year ahead. Katy Fattuhi joined us in February and has quickly become a stalwart for the network.

**Shane Enright,  
Trade Union Campaigns Manager  
Amnesty International UK**



# Trade union strategy 2008 and beyond

## Implementation report

Amnesty's *Trade Union Strategy 2008 and Beyond* is the outcome of an intensive year-long review of the network, overseen by the Trade Union Network Committee, which has involved a root-and-branch reassessment of what we do and how we do it.

The *Strategy* has been considered by the Active Membership Sub-Committee and the Senior Management Team, and was adopted by the Trade Union Network Committee on 15 February 2008. It came into effect on 4 April 2008, and was presented to the Board of Amnesty International UK in May. It will be reviewed in early 2010

in light of the global International Strategic Plan 2010-2016, which is currently under discussion.

The table below reproduces the 23 numbered bullet points contained in the *TU Strategy 2008 and Beyond*, and reports on steps or impediments towards the implementation of the *Strategy*. Some *Strategy* items are open ended; others may be closed upon completion.

The complete strategy document, including the rationale behind each objective is available in print in last year's report or downloadable from the Amnesty UK trade union web pages.

Objective	Progress made
<p>1. Amnesty will continue to give priority to building and strengthening bilateral links with nationally affiliated trade unions, and to seek to extend our engagement with those that are not affiliated.</p>	<p>Relations with national affiliates remain strong. The 30th anniversary has provided opportunities for a number of bilateral initiatives. Amnesty International UK has also had some success in promoting trade union priorities to the International Secretariat.</p>
<p>2. We will maintain and further strengthen our engagement with the TUC, and in particular extend this collaboration to cover aspects of our Policy and Government Affairs work, and to promote a direct dialogue on new areas of mutual interest, such as asylum and tackling poverty where these activities are aligned with Amnesty's political strategy.</p>	<p>Amnesty International UK was referenced 9 times (previous maximum = 3) in the 2008 TUC General Council Report. Amnesty has made a prominent contribution to many TUC activities and events, including on World Day for Decent Work, casework and campaigns. Congress 2008 adopted a resolution calling for intensified collaboration with Amnesty. A November 2008 joint delegation led by TUC General Secretary Brendan Barber and Amnesty UK Director Kate Allen to the All Party Parliamentary Group on Iran points to the potential for joint lobbying. Collaboration will intensify with the signing of the joint Memorandum of Understanding, which commits us to partnership and cooperation with the TUC (see Annex 2).</p>
<p>3. We will support our Nations and English Regions Teams to engage with trade unions and to deliver a service that is relevant to their needs. We will open a dialogue with the Amnesty Irish Section to facilitate cooperation with the ICTU.</p>	<p>We are working more with unions across the UK through cultural events, platforms and stalls to bring our activists and activism together. The best practice is led by local groups and regional reps.</p>

Objective	Progress made
<p>4. Implementation of a web-enabled database is the single most important priority for the future engagement of our branch affiliates.</p>	<p>Web-based communications are a matter of ongoing and permanent improvement in Amnesty, thanks to a lot of talent. The development of a single sign on pathway is a priority. The new supporter database, Mascot, is now operational, with the Trade Union affiliates as 'early adopters' due to the high quality of our data. Problems with our web emailer remain a critical deficit and this key objective cannot be attained until this is resolved.</p>
<p>5. Delivering a consistent activism and engagement programme for branches is our number one strategic priority for 2008 and beyond.</p>	<p>Our programme is strong and getting stronger. The Individuals at Risk team and campaign managers have identified and steered a number of collaborations. We have launched a Trade Union Activism Pack, which has been distributed to all affiliated Branches.</p>
<p>6. A bimonthly Trade Union E-zine, a new branch affiliates Welcome Pack, and back-up from Supporter care Team will underpin our delivery of an activism programme for trade union affiliates and supporters.</p>	<p>All these are in place. This item is closed/complete.</p>
<p>7. In 2008 we will introduce a rolling series of individually tailored bilateral Partnerships with our nationally affiliated trade unions to encourage affiliation to Amnesty by their union branches.</p>	<p>Our Branch affiliation drives have been held back due to delays in the delivery of the Mascot Database, and the need for remedial work to regain lapsed affiliates. However, in early 2009 the first two Partnerships were rolled out: a paper-based appeal with PCS and a web-based initiative with UNISON. Further Partnerships will follow on an ongoing basis. We have also promoted affiliation through the ASLEF Journal.</p>
<p>8. We will fulfil our offer to those individual supporters who declare a trade union affinity by servicing them with actions, events, news, and opportunities relevant to them.</p>	<p>We are now welcoming trade union affinity by various routes, and are building the network; we are having difficulties communicating due to web emailer deficiencies. The role of the new site PTH.com is not clear. A single sign up route would help. We cannot grow our network until these technical issues are resolved.</p>
<p>9. We will roll out Partnerships with participating national union affiliates designed to encourage their members to become personally involved with Amnesty activism and to become individual members of Amnesty.</p>	<p>A very positive development has been the production of a direct marketing trade union flyer. This highlights a Colombia Trade Union Safety Card. We also now have, for the first time, a trade union print joint affiliate/join form. We will roll out the first membership partnership during 2009.</p>



Objective	Progress made
<p>10. We will reinforce our presence on the website and improve signposting to relevant trade union content in order to both support our E-zine and to engage first-time visitors We will also systematically monitor web statistics to improve our outreach and design, and encourage union websites to link to us.</p>	<p>Our web content is unprecedented but we do not yet understand how it is being used. Signposting remains a major issue. Promotion and cross-referencing also need to be tackled. The 30 Voices project has provided us with strong web content.</p> <p>The web emailer deficiencies remain critical.</p>
<p>11. TU Alert will remain the flagship print publication for engagement with trade union affiliates and supporters, underpinned by improved distribution routes and online access.</p>	<p>We have relaunched Trade Union Alert by doubling its size and making it a much more dynamic platform for external contributors and thematic content. Distribution requires further attention and we will need to develop a subscription model during 2009 for implementation in 2010.</p>
<p>12. We will ensure an appropriate trade union visibility across the range of Amnesty communications to bring trade union supporters into the mainstream of our activism.</p>	<p>This is much improved, due to the efforts of many: we could perhaps embed this a bit more, and the role of the Activism Team Communications Manager remains central.</p>
<p>13. During 2008 we will evaluate our union event attendance programme to maximise the benefit of our participation, supported by better materials and improved merchandise, with the aim of creating a sustainable and effective presence. This may mean doing less but better. From 2009 onwards, we will seek to mainstream these activities under the umbrella of our wider outreach programmes managed by our marketing department.</p>	<p>It is proposed that this evaluation take place during 2009, in the context of ongoing marketing issues, the 30th anniversary and other items. Mainstreaming of the Conference Programme is a priority but will take place gradually, with an emphasis this year on organisational support for one or two key events, notably Congress. We now have significant new merchandise in place, including badges and T-shirts, print publications and a TU-themed Amnesty Greetings Card for 2009.</p>
<p>14. We will continue and intensify our programme of events for trade union audiences, at the London Human Rights Action Centre (HRAC) and elsewhere, bringing new audiences into contact with Amnesty and making us a venue of choice for trade unionists.</p>	<p>Our events programme at HRAC and elsewhere is growing and diverse; we are doing more ourselves and cross-contributing more to the events of others: we have more trade union and NGO event sponsors than ever.</p>
<p>15. We will pilot an Amnesty presence at several May Day events in 2008, based on distributing action postcards or Workers Rights = Human Rights placards.</p>	<p>Our Workers Rights = Human Rights placards on May Day 2008 were well received and widely deployed. Action cards were widely distributed, and we had a presence in five cities. We will maintain this level of engagement and do more where able. Item closed/complete.</p>

Objective	Progress made
16. We will hold an event in 2009 to mark the 30th anniversary of our Trade Union Network.	Rather than a single event, a programme of events is planned, beginning with a signing ceremony for the Amnesty-TUC MoU in February, continuing with an event at the Amnesty AGM in April, with further activities throughout the year, including at the TUC Congress in September.
17. We will encourage local networking and shared activism that provide opportunities for union branches and trades councils to work together with other Amnesty activists in the community and with regional union bodies.	We are co-sponsoring with our Local groups organiser a series of 'Amnesty in the Community' workshops, which are being rolled out to key leadership structures and will feature on the Amnesty AGM programme. We are planning some simple guidance leaflets for local use, and our campaign and activism catalogues are now integrated for both branch and local group use. We will continue to promote labour rights concerns in the Groups Monthly Action for the month of May, coinciding with May Day.
18. In the UK Section we will continue to coordinate and collaborate with affiliated unions and the TUC around shared human rights interests, whether these relate to domestic legislation and policy, international crisis responses or intelligence and research sharing.	The Partnership MoU with the TUC points to this goal, while individual collaborations with affiliates include Unison on the Philippines, Unite on the 'Miami Five' and the National Union of Journalists on the Al-Khaiwani case. Our contribution to World Day for Decent Work with the TUC is another example. We have also drafted a protocol for Urgent Action implementation with the TUC.
19. The UK Section will support the international movement in its engagement with trade unions in order to maximise opportunities for our effective national and local union activism. This is recognised by the appointment of our Trade Union Campaign Manager as Global Trade Union Adviser to the movement in a facilitation and networking role.	Work on international issues has been set back by the focus on UK marketing and remedial work. A few specific projects and interventions are planned. Principal amongst these is the renewal of the global Amnesty TU email list and casework collaboration with the global unions. We have extended our relationships to now include Education International (representing 30 million teachers) and the International Union of Foodworkers. We have also corresponded with Amnesty Sections as diverse as Austria, Mongolia, Turkey, Uruguay, USA and others on trade union engagement.
20. We will seek to work through partnerships and wherever possible to maximise our impact through collaboration with others.	We are working with an ever-growing number of partners. New collaborations include EI and IUF on Iran casework, and Bananalink on Guatemala human rights.
21. New Terms of Reference for the Trade Union Network Committee will come into effect during 2008, designed to strengthen its work.	These have now been adopted. Item closed/complete.

Objective	Progress made
22. The Journalists and Health Professionals networks will be brought under the umbrella of the Trade Union Network.	This has now happened. Item closed/complete.
23. A revised affiliation fee structure for affiliates will be proposed for implementation during 2008.	These are now in place. Item closed/complete.

# Annex 1

## Amnesty's trade union Urgent Action casework 2008

Date	Country	Case
2 February	Colombia	Follow-up action: Javier Correa (m), the National Union of Food Industry Workers (Sindicato Nacional de Trabajadores de la Industria de Alimentos – SINALTRAINAL), José Domingo Flores (m), leader of the Santander branch of SINALTRAINAL, members of their families, other members of SINALTRAINAL, Luis Eduardo García (m) leader of the Santander branch of SINALTRAINAL
14 March	Guatemala	Víctor Manuel Gómez Mendoza (m), Alberto López Pérez (m), Germán Aguilar Brego (m), other members of the Executive Committee of Sindicato de Trabajadores Bananeros del Sur (SITRABANSUR – Union of Banana Workers of the South) Killed: Miguel Ángel Ramírez Enríquez (m), one of the founders of SITRABANSUR
20 March	Colombia	Members of organisations involved in demonstrations organised by the National Movement of Victims of State Crimes (Movimiento Nacional de Víctimas de Crímenes de Estado – MOVICE)
16 April	Colombia	Members of the Magdalena Medio Peace and Development Programme (Programa de Desarrollo y Paz del Magdalena Medio), members of the human rights organisation, Corporación SEMBRAR, members of the trade union organisation, the Agro-mining Federation of the South of Bolívar department (Federación Agrominera del Sur de Bolívar – FEDEAGROMISBOL), Catholic priests working in the municipalities of Tiquisio, Arenal and Regidor, department of Bolívar
1 May	Colombia	José Humberto Torres (m), Príncipe Gabriel González (m), members of the Committee of Solidarity for Political Prisoners (Fundación Comité de Solidaridad con los Presos Políticos, FCSP), Carolina Rubio (f), María Cedeño (f), Nicolás Castro (m), Jesus Tovar (m) member of the Trade Union Congress (Central Unitaria de Trabajadores – CUT) in Atlántico Department, Javier Correa (m) member of the National Union of Food Industry Workers (Sindicato Nacional de Trabajadores de la Industria de Alimentos – SINALTRAINAL), María Cardona (f), member of the Permanent Committee of Human Rights (Comité Permanente de Derechos Humanos – CPDH), Martha Cecilia Díaz (f), President of the Public Services Workers Union of Santander (Asociación Santandereana de Servidores Públicos – ASTDEMP), Nicanor Arciniegas (m), member of ASTDEMP, other members of CUT in Santander Department and members of other human rights organisations and trade unions in Santander and Atlántico Departments
15 May	Zimbabwe	Lovemore Matombo (m), President of the Zimbabwe Congress of Trade Unions, Wellington Chibebe (m), Secretary General of the Zimbabwe Congress of Trade Unions Follow-up action: 27 May
2 June	Iran	Farzad Kamangar (alias Siamand) (m), aged 32, teacher, Ali Heydariyan (m), Farhad Vakili (m) from Kurdish ethnic group Follow-up actions: 14 July, 19 December
23 June	Colombia	César Plazas (m), David Florez (m), Nohora Villamizar (f), Fernando Porras (m), Javier Correa (m), artha Cecilia Díaz (f), ésar Tamayo (m), Belcy Rincón (f), trade unionists; William Rivera (m), Gustavo Mendoza (m), Carolina Rubio (f), social activists and human rights defenders
30 June	Colombia	Members of two trade unions: the Association of Professional and Technical Workers of Companies of the Petroleum Industry of Colombia (Asociación de Directivos Profesionales y Técnicos de Empresas de la Industria del Petróleo de Colombia – ADECO) and the Oil Workers' Union (Unión Sindical Obrera – USO); members of four non-governmental organisations: the Popular Womens' Organisation, (Organización Femenina Popular, OFF) the Regional Human Rights Committee (Comité Regional por la Defensa de los Derechos Humanos – CREDHOS), the Peasant Farmers' Association of the Cimitarra River Valley (Asociación Campesina del Valle del Río Cimitarra – ACVC); and the Association of Displaced Persons Settled in the Municipality of Barrancabermeja (Asociación de Desplazados Asentados en el Municipio de Barrancabermeja – ASODESAMUBA)
19 September	Brazil	Joinville Frota (m), trade unionist; his family

Date	Country	Case
<b>23 September</b>	Colombia	Rodolfo Vecino Acevedo (m), Rafael Cabarcas (m), Nelson Berrio (m), Hernando Hernandez (m), members of the oil workers' union (Unión Sindical Obrera de la Industria del Union Petroleo – (USO), Domingo Tovar (m), member of the Trade Union Congress (Central Unitaria de Trabajadores – CUT), Lenin Fernandez (m), student leader in the Department of Cesar
<b>29 October</b>	Honduras	Lorna Redell Jackson García, president of trade union SITRAFL, Juana Leticia Maldonado Gutiérrez, SITRAFL Secretary, the four other members of the SITRAFL Executive Committee
<b>5 December</b>	Mexico	Máximo Mojica Delgado (m) María de los Ángeles Hernández Flores (f), his wife Santiago Nazario Lezma (m)

## Annex 2

# Memorandum of Understanding

## Co-operation and Partnership on Human and Labour Rights

### Memorandum of Understanding between the Trades Union Congress and Amnesty International UK Section

#### Preamble

1 The United Kingdom Section of Amnesty International (Amnesty UK) and the Trades Union Congress and its affiliated British trades unions (TUC) share a commitment to the full application of the universal, indivisible and interdependent human rights contained within the Universal Declaration of Human Rights (UDHR), including the civil, political, economic, social and cultural rights enshrined in the International Covenants and subsequent international human rights instruments.

2 Amnesty UK and the TUC also recognise the International Labour Organization's Core Labour Standards as set out in Conventions 87 and 98 on freedom of association and collective bargaining, 29 and 105 on the elimination of forced and compulsory labour, 110 and 111 on elimination of discrimination in respect of employment and occupation, and 138 and 182 on the elimination of child labour, to constitute fundamental human rights.

3 The TUC and Amnesty UK are both democratic and activist movements whose individual, and often overlapping, memberships share a commitment to advance social justice and individual liberty through mutual solidarity. As British components of global movements, led by the International Trade Union Confederation and Amnesty's International Council & Secretariat, we recognise that injury and injustice anywhere in the world is the mutual responsibility of us all.

4 While recognising each others' autonomy and representivity within our respective domains, we are both committed to maximise our impact in support of human rights through effective collaboration and partnership. This Memorandum aims to reinforce our common purpose and to give practical effect to our mutual cooperation.

#### Practical engagement

5 The TUC will actively encourage unions to affiliate nationally and at branch level to Amnesty UK, and will encourage individual trade unionists to join Amnesty UK. The TUC will promote and facilitate Amnesty UK affiliation and membership through its publications, media, events and activities. Amnesty aims to increase its trade union affiliation by 10% per year, equal to 25 new affiliates. Amnesty UK additionally aims to have one million people engaged with its work by 2011.

6 Amnesty UK recognises trade unions as a core constituency of its affiliated membership through its Trade Union Network Committee, whose status and scope is enshrined in its constitutional and governance arrangements. Amnesty UK further recognises and supports the trade union affinity of many of its activists and individual supporters by providing appropriate routes for activism and collaboration. Amnesty UK recognises and encourages its staff to join trade unions for the purpose of workplace representation. Through its activism and communications, Amnesty promotes trade unions as beneficial components of civil society.

7 The TUC and Amnesty UK both aspire to a closer relationship between the International Trade Union Confederation, Global Union Federations and Amnesty's International Secretariat, and between union centres and Amnesty Sections at a country level, and will collaborate to those ends.

#### Joint work

##### Individuals at Risk

8 At the core of Amnesty's global work is the defence of individuals at risk and support for human rights defenders and prisoners of conscience. Amnesty UK and the TUC will promote cooperation and coordination between our international structures over shared casework involving trade unionists at risk and others to whom we are showing solidarity. We will collaborate on activism on behalf of such individuals.

9 Amnesty UK will systematically notify the TUC of all its Urgent Actions relating to trade unionists and/or violations of labour rights and the TUC will notify Amnesty UK about cases unions have raised. The TUC will systematically promote such Urgent Actions through its structures with the aim of maximising activism and solidarity. These currently amount to some 25 actions per year.

#### Country work

10 Amnesty UK and the TUC share common concerns about widespread human rights abuses at the country level in countries as diverse as Burma, China, the Philippines, Pakistan, Iran, Palestine and the Occupied Territories, DRC, Zimbabwe, Colombia and others, noting that human rights abuses at some level occur in all States, including domestically.

11 Amnesty UK will facilitate trade unions to access and make use of the comprehensive Annual Report and country-

level research produced by its International Secretariat. The TUC will encourage Amnesty to address the human rights abuses set out in the ITUC Annual Survey of Violations of Trade Union Rights.

12 We will maintain a regular exchange on shared country campaign priorities and will seek to collaborate on these through joint lobbying, shared intelligence and public activism, and through joint approaches to such additional country emergencies as arise from time to time.

## Campaigns

13 The TUC and Amnesty UK share concerns relating to Violence Against Women, LGBT rights, Poverty and Human Rights, a global Arms Trade Treaty, as well as on domestic human rights issues such as the rights of migrant workers, asylum seekers, sex trafficking, corporate social responsibility of UK companies. Mutual co-operation on such campaigns will take many forms, ranging from one-off activism, bilateral collaboration and joint lobbying and common participation within campaign coalitions and alliances.

14 Amnesty UK and the TUC will continue their collaboration in the End Violence Against Women coalition. We will continue our mutual work on corporate social responsibility through CORE and other fora. Amnesty UK and the TUC will work through the “Still Human, Still Here” alliance and other partnerships to advance the rights of asylum seekers. We will collaborate on LGBT rights by implementing the conclusions of our joint March 2008 conference, which called for a systematic exchange on urgent actions and mutual solidarity on country work, including Riga Pride.

15 The TUC and the Amnesty UK Trade Union Network will establish a partnership in 2009 to take forward the Equality Campaign for Women’s Human Rights in Iran, making the link with trade union rights violations in that country.

## Implementation

16 The TUC will promote Amnesty UK by facilitating Amnesty stalls at TUC events. The TUC will promote Amnesty activism and campaigns through online and print publications and by inviting Amnesty UK representatives to its platforms and fringe programmes.

17 Amnesty UK will promote labour rights through its journal Trade Union Alert, which includes regular features

drawn from the ITUC’s Annual Survey on Trade Union Rights Violations and additional contributions from trade unions and the TUC. The TUC will be invited to exhibit at Amnesty UK trade union events and at its AGM. Human rights related events and activities of the TUC will be promoted through the trade union pages of Amnesty’s UK website.

18 We recognise the growing importance of mutual support and collaboration on human rights at the local and regional level. We will continue to strive for maximum collaboration between Amnesty’s UK student, schools and local groups and affiliated trade unions in the community, and will reinforce the growing cooperation between Amnesty UK and the Regional TUCs, Wales TUC and Scottish TUC, in particular by encouraging participation on platforms and through stalls and through shared activism.

19 In 2009 we will promote human rights education through the development of a human rights education resource for trade union tutors and an exhibition on trade unions and human rights. We will agree a shared programme of activities to mark the thirtieth anniversary of the Amnesty Trade Union Network.

20 The principal points of contact in taking forward this Memorandum shall be the Head of the European Union and International Relations Department of the TUC and the Trade Union Campaigns Manager of Amnesty UK.

## Monitoring and review

21 To a significant degree this Memorandum reflects the existing relationships and good practice between us. In formalising our collaboration we will aim for incremental advances, building primarily on existing and identified areas of mutual priority. The Amnesty Trade Union Network annual report and the relevant chapters of the TUC General Council Report will serve as our primary reporting tools on the application of this memorandum. In 2010 we will jointly review this Memorandum and prepare a report for the signatories. We may jointly modify this Memorandum by mutual agreement and either party may withdraw at any time by so notifying the other.

# Annex 3

## Trade Union Network terms of reference

### 1 Name

- 1.1 The name of the Network recognised by and under the control and supervision of Amnesty International UK Section (hereinafter ‘The Section’) shall be the Trade Union Network (herein called the ‘Network’).

### 2 Aims

- 2.1 The Network shall advance the objectives of the Section and conform to the practices and policies of the Section.
- 2.2 The Network shall promote the engagement of trade unions and trade unionists in the work of Amnesty International through the advancement of mutual solidarity and activism on human rights, taking account of the interests and priorities of the member unions.

### 3 Membership

- 3.1 Membership of the Network shall comprise affiliated trade union bodies and individual members who have indicated a trade union affinity. The Section shall determine the conditions and benefits of membership and affiliation.
- 3.2 Non-member Amnesty activists, Amnesty local groups and others may participate as associates in the work of the Network as from time to time determined by the Committee.

### 4 Committee

- 4.1 The Network shall be guided by the Trade Union Network Committee (the ‘Committee’). The function of the Committee is to guide the Section in achieving the objectives of the Network and to review and direct the Network.
- 4.2 The Committee shall comprise:
- One member and one substitute (or two equal job sharers), names to be confirmed annually by each nationally affiliated trade union;
  - Any Member(s) of the Board of the Section who is also a member of the Network;
  - Such additional members as may from time to time be co-opted by the Committee, including the retention of members arising from Union mergers.
- 4.3 The Officers of the Committee shall comprise:
- The Chair and Vice Chair, as elected by the Committee at the first meeting of the Committee

following the Annual General Meeting of the Section;

- The Secretary, who shall be the Trade Union Campaigns Manager of the Section.

#### 4.4 Meetings of the Committee

- The Committee shall meet three times a year, with an additional preparatory meeting ahead of the Annual General Meeting of the Section.
- The decisions of the Committee shall be by simple majority of those present and voting, with each nationally affiliated trade union entitled to one vote. The Chair shall have a casting vote.
- The Secretary shall produce Agendas and Minutes in a timely manner.

#### 4.5 Working Groups

- The Committee shall have the power to establish such *ad hoc* or *standing* Working Groups as may from time to time be required for the effective conduct of the business of the Committee or for the coordination of the Network. Working Groups shall be convened by the Secretary, shall be chaired by a nominee of the Committee, and will report to the Committee.

#### 4.6 Costs of participation in the Committee and Working Groups shall be borne by the individual and/or their nominating trade union.

Adopted 15 February 2008

Trade Union Network Committee



# Annex 4

## Affiliation fees

Effective 1 April 2008

Membership (up to)	Fee (£)
3,000	30
10,000	45
30,000	60
100,000	120
200,000	240
600,000	500

Above 600,000: £500 plus £100 for each additional 100,000 or part thereof.

## Annex 5

# Trade Union Network Committee

Membership April 2008–March 2009

Gordon	Davies	AMICUS
Harriett	Eisner	AMICUS
Tom	Hedley	Community – Chair
Heather	Phillips	Connect
John	Pestle	CSP – Vice Chair
Warren	Glover	CSP
David	Green	FBU
Mindy	Ran	NUJ
Tim	Lezard*	NUJ
Ian	Albert	PCS
Alan	Maloney	PCS
Victoria	Steeple	PCS
Dave	Barnes	TSSA
Paul	Bennett	UCU
Mairin	Power	UNISON
Helen	Jenner	UNISON
Shane	Enright	AIUK – Secretary

\*Resigned summer 2009



## **THREE WAYS TO GET INVOLVED**

- 1 Visit our website to find out more:  
[www.amnesty.org.uk/tradeunions](http://www.amnesty.org.uk/tradeunions)
- 2 Sign up to create your personal profile  
and to join the Trade Union Network:  
[www.amnesty.org.uk/register](http://www.amnesty.org.uk/register)
- 3 Contact us:  
[tradeunions@amnesty.org.uk](mailto:tradeunions@amnesty.org.uk)

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